

**MEMORANDUM OF AGREEMENT  
BETWEEN  
THE HOWELL TOWNSHIP BOARD OF EDUCATION  
AND  
THE HOWELL TOWNSHIP ADMINISTRATIVE COUNCIL**

The following is the Memorandum of Agreement ("MOA") between the Howell Township Board of Education, (the "Board") and the Howell Township Administrative Council, ("HTAC") with regard to a successor agreement to the Collective Bargaining Agreement between the Board and the HTAC for the period July 1, 2002 to June 30, 2005 (the "Collective Bargaining Agreement"). The Board and the HTAC each agree by their respective Negotiating Committees that the Collective Bargaining Agreement should be amended by the following changes and agrees to recommend all such changes to its full membership for approval:

- 1) The salary guides attached hereto shall replace the salary guides in Schedules A thru Q and shall be in effect for the school years 2005/2006, 2006/2007 and 2007/2008.
2. The Board through the Superintendent of Schools may offer per diem summer curriculum development/supervision work to 10-Month Vice Principals/Supervisors. If such work is offered, the 10-month employee shall be paid at the per diem work rate of 1/200<sup>th</sup> of the annual salary.
3. The Board will establish an annual appropriation for the purpose of administrative professional development. The principals subject to the approval of the Superintendent shall be permitted to attend seminars at the cost of the Board. The purpose of these seminars will be to advance the district's Administrative Development Program.
4. All other terms and conditions of the Collective Bargaining Agreement not specifically amended by this MOA remain in full force and effect.

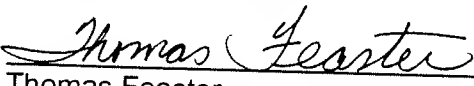
On behalf of the  
Howell Township Board of Education

  
Valerie A. Rosenberg, Board Vice President  
and Labor Relations Committee Chairperson

  
Louis C. Corato, Labor Relations Committee

  
Elaine C. Taylor, Labor Relations Committee

On behalf of the  
Howell Township Education Association  
Administrative Council

  
Thomas Feaster  
President  
Howell Township Administrative Council

## **Elem School Principal 12 Month**

Step No

|           | <b>2005-06</b> | <b>2006-07</b> | <b>2007-08</b> |
|-----------|----------------|----------------|----------------|
| <b>1</b>  | \$109,166      | \$111,895      | \$114,972      |
| <b>2</b>  | \$110,364      | \$113,123      | \$116,234      |
| <b>3</b>  | \$111,264      | \$114,664      | \$117,817      |
| <b>4</b>  | \$112,464      | \$115,564      | \$119,414      |
| <b>5</b>  | \$113,364      | \$116,964      | \$120,314      |
| <b>6</b>  | \$114,464      | \$117,864      | \$121,864      |
| <b>7</b>  | \$115,664      | \$118,964      | \$122,764      |
| <b>8</b>  | \$116,564      | \$120,189      | \$124,464      |
| <b>9</b>  | \$118,114      | \$121,064      | \$126,039      |
| <b>10</b> | \$126,721      | \$131,421      | \$136,496      |

\*\* Employees on step 9 will remain at present salary until 4/1 each year and then will move to step 10.

## **Elem School VP 10 Month**

Step No

|           | <b>2005-06</b> | <b>2006-07</b> | <b>2007-08</b> |
|-----------|----------------|----------------|----------------|
| <b>1</b>  | \$86,084       | \$86,429       | \$87,250       |
| <b>2</b>  | \$86,832       | \$87,440       | \$88,577       |
| <b>3</b>  | \$87,882       | \$88,532       | \$89,683       |
| <b>4</b>  | \$88,932       | \$89,582       | \$90,732       |
| <b>5</b>  | \$89,932       | \$90,657       | \$91,832       |
| <b>6</b>  | \$90,982       | \$91,657       | \$92,957       |
| <b>7</b>  | \$91,982       | \$92,782       | \$94,007       |
| <b>8</b>  | \$93,032       | \$93,782       | \$95,132       |
| <b>9</b>  | \$94,032       | \$94,882       | \$96,182       |
| <b>10</b> | \$102,028      | \$104,028      | \$106,028      |

\*\* Employees on step 9 will remain at present salary until 4/1 each year and then will move to step 10.

## **Middle School Principal**

Step No

|           | <b>2005-06</b> | <b>2006-07</b> | <b>2007-08</b> |
|-----------|----------------|----------------|----------------|
| <b>1</b>  | \$116,819      | \$119,739      | \$123,032      |
| <b>2</b>  | \$118,398      | \$121,358      | \$124,695      |
| <b>3</b>  | \$119,348      | \$123,198      | \$126,586      |
| <b>4</b>  | \$120,348      | \$123,948      | \$128,498      |
| <b>5</b>  | \$121,348      | \$124,548      | \$128,748      |
| <b>6</b>  | \$122,348      | \$125,848      | \$129,148      |
| <b>7</b>  | \$123,648      | \$126,548      | \$130,448      |
| <b>8</b>  | \$125,048      | \$127,948      | \$131,148      |
| <b>9</b>  | \$125,848      | \$130,748      | \$132,548      |
| <b>10</b> | \$131,048      | \$136,048      | \$142,698      |

\*\* Employees on step 9 will remain at present salary until 4/1 each year and then will move to step 10.

## **12 Month Vice Principal/Supervisor**

Step No

|           | <b>2005-06</b> | <b>2006-07</b> | <b>2007-08</b> |
|-----------|----------------|----------------|----------------|
| <b>1</b>  | \$98,816       | \$102,768      | \$106,365      |
| <b>2</b>  | \$101,071      | \$104,103      | \$107,486      |
| <b>3</b>  | \$102,271      | \$107,271      | \$110,757      |
| <b>4</b>  | \$103,371      | \$108,271      | \$113,571      |
| <b>5</b>  | \$104,471      | \$109,571      | \$114,771      |
| <b>6</b>  | \$105,471      | \$110,571      | \$115,971      |
| <b>7</b>  | \$106,671      | \$111,571      | \$116,671      |
| <b>8</b>  | \$107,671      | \$112,871      | \$117,671      |
| <b>9</b>  | \$108,671      | \$114,071      | \$118,971      |
| <b>10</b> | \$118,028      | \$124,878      | \$131,878      |

\*\* Employees on step 9 will remain at present salary until 4/1 each year and then will move to step 10.